

Comparison of Civilian CC Employment Mechanisms				
	T5 Employment (non-medical)	T5 Employment with T.38 Pay (Nurses and Allied Health)	T42 Clinical Research Support (CRS)	T42 Scientific
Statutory Basis	Title 5 - Primarily Competitive Service	Title 5 - Primarily Competitive Service	Title 42 209(f) - Excepted Service	Title 42 209(f) and (g)- Excepted Service
Scope of the System	Title 5 covers all Executive Branch agencies in a full range of occupations. OPM provides overall guidance and management of the T.5 system.	Title 5 covers all Executive Branch agencies in a full range of occupations. OPM provides overall guidance and management of the T.5 system. T.38 premium pay and special salary rate authority was extended to NIH nurses and allied health employees under special statutory authority.	The CC administers CRS based on HHS approval of the program in 2001. Two Clinical Research Support Program (CRS) categories cover nurses, allied health and other patient care occupations in the Professional and Associated Clinical Service and the Clinical Technical Service.	NIH administers T42 scientific programs. T42(f) indefinite appointments are available for Senior Investigators. T42(g) time limited, renewable appointments are available for: Tenure Track Investigators; Senior Scientists/Senior Clinician; Staff Clinicians; Staff Scientists & Staff Scientist (Clinical); and Clinical/Research Fellows
Citizenship Requirements	US citizenship is required. Citizens of allied nations may be appointed on a limited basis.	US citizenship is required. Citizens of allied nations may be appointed on a limited basis.	US citizenship or resident alien status is required. Employment of nonresident aliens with an employment visa is possible.	Appointments are limited to U.S. citizens, resident aliens, or nonresident aliens with a valid employment - authorized visa.
Qualifications Requirements	OPM establishes X-118 Qualifications Standards that reflect government-wide occupational requirements.	OPM establishes X-118 Qualifications Standards that reflect government-wide occupational requirements.	X-118 Qualification Standards are used, though the CC has the authority to establish qualifications. Additional occupation-specific competency requirements that meet JCAHO standards are a key component of the CRS program.	Candidates must possess a Ph.D., M.D., D.D.S., D.M.D., D.V.M., or equivalent degree in a biomedical, behavioral, or related science, or meet all degree requirements. Degree requirements for non-clinical positions may be waived by the DDIR, NIH. Certification is required for foreign medical education.
Appointment Types	Permanent, term (1-4 years) and temporary employment (up to one year)	Permanent, term (1-4 years) and temporary employment (up to one year)	Indefinite employment for core positions (continuing). Supplemental positions (non-continuing) are filled by temporary, renewable term and per diem employees, i.e., float pool.	T42(f) – indefinite appointments T42(g) – initial appointment up to 5 years with renewals of 1-5 years. Tenure-Track Investigators - 6 year total max., unless in clinical track (8 year max.) Research & Clinical Fellows – 1-3 years initial appt., 5 year max. renewals (total max. of 8 years).
Appointment Process	Competitive examination with ranking of applicants and veteran’s preference. Selection is controlled within a specified order on registers of eligibles.	Competitive examination with ranking of applicants and veteran’s preference. Selection is controlled within a specified order on registers of eligibles.	Open and fair consideration of applicants from one or more sources, e.g., job fairs, advertisements, etc. Ranking is not required. Selection of any qualified applicant is permissible. Fast track with no formal recruitment is permissible, with approval by Director, CC.	Recruitment through journal advertisements. A national search may be required. Rating or ranking is not required. Selection of any qualified applicant is permissible. Approval level for appointment dependent upon the Professional Designation and pay level.

Probationary Period	One year for permanent appointments	One year for permanent appointments.	One to three years for indefinite appointments.	One to two years for indefinite appointments
Grade Structure	A fifteen grade General Schedule structure with government-wide position-based classification standards. Position titles prescribed. Position descriptions with up to nine specific classification factors are required.	A fifteen grade General Schedule structure with government-wide position-based classification standards. Position titles prescribed. Position descriptions with up to nine specific classification factors are required.	Three broad pay bands: <ul style="list-style-type: none"> • Band I - entry through full operating level. • Band II - expert or specialist • Band III - managerial or senior specialist. Position titles are established by the CC. A short description of duties and a competency plan required.	NIH T42 Pay Model prescribes titles, pay bands, and pay terciles and quartiles. Senior Investigators, Senior Scientists, and Senior Clinicians are assigned to Band IV. Research Fellows, Staff Scientists, Staff Scientists (Clinical), Staff Clinician, and Tenure-Track Investigators are assigned Bands I, II, or III.
Base Pay System	Each of the 15 grades of General Schedule has 10 discrete steps. GS rates are established nationwide and for the local area by Executive Order.	Each of the 15 grades of General Schedule has 10 discrete steps. GS rates are established nationwide and for the local area by Executive Order. Approximately 12 CC health care occupations are covered by higher Title 38 special salary rates.	The CC Director establishes pay ranges for each cluster/band. Band ranges: <ul style="list-style-type: none"> • maintain pay alignment with equivalent occupations in the private sector or other Federal agencies; • facilitate internal pay alignment; and • meet CC budget needs and goals. There are no pre-fixed "steps" within the band ranges.	Positions are assigned to a pay band, and a pay tercile or quartile based upon the characteristics of the position and the person's credentials, as described in the NIH T42 Pay Model . Approval of the band/rate selection is controlled by delegation. There are no pre-fixed "steps" within the band ranges.
Individual Entry Rate	Step 1 is the normal entry step for new hires. Higher entry based on the employee's superior qualifications or a special need for the candidate's service is permissible to match current compensation or a confirmed competing offer.	Step 1 is the normal entry step for new hires. Higher entry based on the employee's superior qualifications or a special need for the candidate's service is permissible to match current compensation or a confirmed competing offer.	The manager with pay setting authority establishes individual entry rates (Band I - Dept. Head; Band II – Assoc. /Deputy Director; Band III – CC Director). Individual entry rates are based on factors described in the CC T42 CRS Compensation Plan , issued 3/2002.	Entry rate is justified by the department in a request memorandum, and is based on factors described in the NIH T42 Pay Model . Generally, the entry rate for scientists and clinicians is set in Tercile 1.
Base Pay Advancement	Annual comparability increases, i.e., nationwide and locality. Longevity based increases (WIGs) of 3% advance employees through the 10 steps of each grade. Increases occur every year for steps 2-4; every 2 years for steps 5-7; and every 3 years for steps 8 through 10. Promotions (6% increase) are non-competitive through the full performance level, or competitive beyond that level.	Annual comparability increases, i.e., nationwide and locality. Longevity based increases (WIGs) of 3% advance employees through the 10 steps of each grade. Increases occur every year for steps 2-4; every 2 years for steps 5-7; and every 3 years for steps 8 through 10. Promotions (6% increase) are non-competitive through the full performance level, or competitive beyond that level.	At the discretion of the CC Director, employees with satisfactory performance may receive annual comparability increases. Individual pay reviewed annually, at a minimum, with increases available at any time during the year. Increases reflect growth in competencies within available funds. See the CC T42 CRS Compensation Plan . Movement to higher band competitive or non-competitive) based upon programmatic need.	At the DHHS/NIH's discretion, scientists may be granted annual comparability increases. Annual performance based adjustments take place as part of the Spring Cycle. The NIH T42 Pay Model and the Guidance for Spring Increases describe the process and average rates of increases that must be applied. Intramural Scientists are eligible for a greater than 2 percent increase in the spring of every fourth year based on the results of a quadrennial review.
Supplemental Pay	Three types of government-wide supplemental pay mechanisms are	Three types of government-wide supplemental pay mechanisms are	Variable supplemental pay may be established	Three types of supplemental pay mechanisms are available:

Abbreviated version

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	available: <ul style="list-style-type: none"> • Recruitment bonuses of up to 25 percent of base pay; • Retention allowances of up to 25 percent of base pay; and • Monetary awards to reward group or individual accomplishments, suggestion or inventions. 	available: <ul style="list-style-type: none"> • Recruitment bonuses of up to 25 percent of base pay; • Retention allowances of up to 25 percent of base pay; and • Monetary awards to reward group or individual accomplishments, suggestion or inventions. 	for employees based on the following factors: <ul style="list-style-type: none"> • recruitment/retention incentive; • referral bonuses; • achievement or accomplishment awards; • allowance for temporary roles that are not appropriately addressed through base pay (e.g. acting supervisor or mentor); and • other appropriate factors. 	<ul style="list-style-type: none"> • Recruitment bonuses of up to 25 percent of base pay; • Retention allowances of up to 25 percent of base pay; and • Monetary awards to reward group or individual accomplishments, suggestion or inventions.
Premium Pay	Premium pay is available to compensate for overtime. Compensatory time off is allowed in lieu of overtime payment.	Comprehensive Title 38 premium pays for overtime, night, weekend, holiday, on-call and call-back.	Premium pays are payable under Title 38 provisions. Alternative premium pay options may be established by the CC Director.	N/A
Benefits	Comprehensive benefits provided to permanent and temporary appointees over 1 year - leave, retirement and thrift savings, health and life insurance, etc. Workplace benefits available, e.g., parking, day care, etc. Travel and transportation may be authorized.	Comprehensive benefits provided to permanent and temporary appointees over 1 year - leave, retirement and thrift savings, health and life insurance, etc. Workplace benefits available, e.g., parking, day care, etc. Travel and transportation may be authorized.	Benefits are provided on the same basis as T5 to core and term supplemental staff with appointments over 1 year. <i>(Note: Per diem employees are not be eligible for Federal benefits.)</i>	Benefits are provided on the same basis as T5 for appointments over 1 year.
Performance Management and Assessment	HHS performance system with 4 tier summary rating, annual appraisals and specified awards program. Performance plans with administrative and critical elements (up to 6) and individual performance outcomes (3-5).	HHS performance system with 4 tier summary rating, annual appraisals and specified awards program. Performance plans with administrative and critical elements (up to 6) and individual performance outcomes (3-5).	Same performance system as Title 5. One critical element must address occupation/position specific competencies.	Same performance system as T5 except for the CC Director and the Scientific/Clinical Director.